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## COLLEGES' RACE RECORD IN QUESTION

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EXCLUSIVE

College leaders have been urged to make the promotion of black, Asian and minority ethnic (BAME) principals a "priority" with their numbers having fallen nearly 30 per cent in three years.

Network for Black and Asian Professionals (NBAP) chief executive Rajinder Mann (pictured) made the plea as she said BAME principals at FE colleges had gone from 17 in 2012/13 to just a dozen. She further warned the sector was wrong to think it had "done enough" to increase the number of BAME governors in FE after a survey showed — despite minor improvement — that college boards were still dominated by white, middle aged men.

The Association of Colleges (AoC) survey four months ago found that 86 per cent of college governors were white British (down from 88 per cent in the 2013 survey). Meanwhile, 60 per cent were found to be male (compared to 62 per cent in 2013) and 55 per cent were aged 45 to 64 (compared to 60 per cent in 2013).

Ms Mann said: "I think the sector thinks it has done enough for BAME representation, yet with the decline of black principals and the changing demographics, the sector should be making this a priority area."

A spokesperson for the Department for Business, Innovation and Skills said it was "up to individual FE colleges to decide how they appoint their board".

However, Ms Mann's comments have nevertheless won the support of West Nottinghamshire College principal Dame Asha Khemka, who said: "It is a great shame because we saw an encouraging increase in the number of BAME principals in 2012/13, but that tailed off. The number of BAME



governors also needs to rise."

Ms Mann claimed the fall in the number of BAME principals was "directly attributable" to a drop in public funding for the Black Leadership Initiative (BLI) courses, run by the NBAP, geared towards helping more BAME FE staff to become senior managers and principals. She said: "The BLI was set up with £650,000 for courses through an 18-month pilot in 2002 funded by the Learning and Skills Council. Although funding has declined over the years it remained a sector priority up until 2012/13. It is now down to the Education and Training Foundation (ETF) to provide

funding and we received £34,000 for the last financial year to run the BLI provision plus £15k to raise awareness and attract BAME governors. We haven't received anything

David Russell, ETF chief executive, said: "We think the make-up of FE college boards is a very important issue, and that

since then."

progress is too slow. The AoC survey was funded by the ETF and was part of our governance development programme."

An ETF spokesperson said it had given NBAP "£15k as part of AoC governance contract (in 2014), £105k for

## JENNA PUTS ANIMAL INSTINCTS TO THE TEST

During the heat of war, Army dog-handler Jenna Mayo's mind turns back to her animal training at Hartpury College.

She joined the Gloucester college as a 16-year-old but could never have imagined her qualification would help take her all over the world.

Jenna, who studied animal management, said: "My training at Hartpury definitely confirmed my love for animals and helped me to pursue a career in this field."

Jenna, now aged 30, and has spent the last few years travelling to places such as Afghanistan helping to search vehicles for arms and explosives. She has also been to America and Lebanon in her role as a dog handler and trainer in the Royal Army Veterinary Corps (RAVC).

"Joining the Army was not something I had always wanted to do or even thought about," said Jenna, who trains RAVC soldiers to be class three military working dog handlers.

mentoring and development programme (in 2014) [to encourage BAME FE staff to apply for senior posts] and £34k for mentoring and development programme (in 2015)."

The most recent Census of England and Wales, in 2011, showed that 80 per cent of the population listed itself as white British.

Locally, figures for the white population range from 95.4 per cent in the South West to 59.8 per cent in London. The Census also showed that just 25.4 per cent of the population was from the 45 to 64 age group.

Ms Mann said "targets", but not compulsory quotas, should be agreed for

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WHO REPAID WHAT AFTER SURPRISE SFA AUDIT?

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FE MPS' MAP OF COLLEGE CUTS



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### NEWS

## FUNCTIONAL SKILLS FIGHT AFTER GCSE ENTRY REQUIREMENT U-TURN

### BY FE WEEK REPORTER

NEWS@FEWEEK.CO.UK

Childcare apprenticeship providers were today hoping a government announcement on GCSE equivalences "in due course" might provide a second victory having already won a government U-turn on apprenticeship entry requirements.

Childcare Minister Sam Gyimah announced last week a change in policy for the Early Years Educator (EYE) level three Trailblazer apprenticeship, launching next month.

He said the requirement for learners to have grade C or above in GCSE English and maths would be placed at the end of the course rather than upon entry.

It would, he said, "offer people the chance to study their maths and English GCSEs alongside their childcare apprenticeship training".

The U-turn means sector leaders have been left making the case for Functional Skills (FS) to be recognised as equivalent to GCSEs.

Julie Hyde (pictured), executive director of the Council for Awards in Care, Health and Education (Cache), said: "We fully support the announcement that apprentices will no longer be required to have GCSE English and maths on entry but on exit. This will allow learners the opportunity to continue their studies alongside their EYE apprenticeship.

"We believe high levels of English and maths are important for those caring for and teaching children. However, the requirement to hold GCSEs and not FS is creating a barrier for employment as an EYE."

Neil Leitch, chief executive of the Pre-school Learning Alliance, welcomed the U-turn, but added: "We would urge the government to review its current stance on GCSE equivalents, such as FS qualifications, given that the majority of early years employers agree that such qualifications are a valid demonstration of competency in English and maths."

But a Department for Education spokesperson said: "Only English and maths GCSE have been confirmed as exit standards of literacy and numeracy. However, will be considering other equivalences and will announce a decision on this in due course."

There is also hope the GCSE exit requirement will make the sector more attractive to learners, and therefore meet the demand for staff, with the Conservative Party having made provision of childcare places part of its 2015 general election manifesto.

It said a new Conservative government would "bring in tax-free childcare to support parents back into work and give working parents of three or four-year-olds 30 hours of free childcare a week".

Stewart Segal, Association of Employment and Learning Providers (AELP) chief executive, said: "We provided evidence that

the entry requirement proposal was creating a real barrier for many young people which had reduced the number of entrants to the sector when employers needed more recruits than ever — particularly in the light of the government's plans to double the amount of free childcare for working parents."

### FE WEEK NEWS IN BRIEF

### Manchester conference

The Greater Manchester Colleges Group (GMCG) plays host to a teaching and learning conference tomorrow (July 7).

The event, which focuses on English and maths "in line with new government initiatives," takes place place at Lancashire Country Cricket Ground.

It features speakers Barry Hymer, professor of psychology in education, and Dr Lynne Sedgmore, executive director of the 157 Group. Around 350 teaching and learning professionals are expected to attend.

Visit gmcg.ac.uk for more.

### **Committees revealed**

The new memberships of the two parliamentary select committees which oversee FE and skills have been provisionally announced.

The Business, Innovation and Skills committee will be made up of four Labour MPs, including chair Iain Wright, along with six Conservative MPs and an SNP MP.

Meanwhile, the education committee will be made up of six Conservative MPs, including chair Neil Carmichael, along with four Labour MPs and an SNP MP.

Visit feweek.co.uk for the committee make-ups in full.

### SFA 'temperature check'

The Skills Funding Agency (SFA) is trying to "check the temperature" of the FE sector's online learning usage. It has launched an "online learning temperature check survey" to gauge the current use of online learning within the sector.

It follows the Further Education Learning Technology Action Group (Feltag) report issued in March 2014 for which a subsequent survey took place in October. Visit the SFA section of the gov.uk website for guidance on the follow-up survey, which closes July 24.

## Under-fire principal 'committed' to staying in post

### BY FE WEEK REPORTER

NEWS@FEWEEK.CO.UK

The under-fire principal of a Midland college has told *FE Week* of her commitment to staying on in the role after being hit with five votes of no confidence by University and College Union (UCU) members.

Beverley Smith (pictured), who took over at Stafford College early last year, is facing down calls to quit amid allegations she is operating a regime of "crippling workloads, rising stress levels and a culture of fear".

But governors locked in talks for four hours on Monday (June 29) night emerged, according to a college spokesperson, having seen "no evidence presented which would support any action to be taken against the principal".

Ms Smith, a former deputy principal at Basingstoke College of Technology, told FE *Week*: "I am deeply saddened by the recent developments at the college, however I would like to make clear that I am committed to the organisation and will continue to remain so.

"My vision which is shared with the board of governors is for the college to be outstanding, and there is no doubt that with the practises we have in place this can be achieved.

"I am working closely with the board of

governors to address any issues from staff and would not want recent developments to affect the reputation of the college.

"We are currently up on applications in comparison to this time last year and my focus remains on the students, and ensuring that they have the best experience of Stafford College."

Just nine months ago Ms Smith came in for praise from Ofsted inspectors, who gave the college a 'requires improvement' rating and said: "The recently appointed principal and the new senior management team have worked energetically to develop a strategy with the aim of the college becoming outstanding in a short space of time.

"They have a well-developed strategy

for the rapid improvement of teaching, learning and assessment and establishing the college as a provider of outstanding vocational education for local employers."

However, it is understood staff relationships have soured with local press reporting 19 full-time workers, 11 part-time staff and 16 sessional employees as having handed their notice in over the nine months up to May, when a 30-day consultation on the college's future was launched.

UCU regional support official Rebecca Stewart said: "It is incredibly disappointing that governors threw out staff concerns and their refusal to address them at an emergency meeting shows a worrying lack of leadership.

"Staff will now risk sending in signed statements to try and get something done about the crippling workloads, rising stress levels and culture of fear that exist at the college."

A spokesperson for the 4,300-learner college, which had an April Skills Funding Agency allocation of £3.9m, said: "The board of governors have spoken with both union and non-union members of staff regarding

the management style of the principal and we acknowledge the views which were presented to us.

"As a governing body, we have a responsibility to follow organisational procedures and will continue to seek the views of staff, external bodies and other stakeholders with a view to inform them of the progress and what we intend to do to take the college forward."

## SFA reveals those told to pay back after surprise in-year audit

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The Skills Funding Agency (SFA) has released the identities of the 97 providers who paid back £554k after a surprise in-year audit with the Construction Industry Training Board (CITB) worst hit with a request of more than three times anybody else at £150k.

Una Bennett, deputy director for funding systems for the SFA, wrote to 699 providers before Christmas warning of a shock clawback on 2013/14 funding, because "some provision has been incorrectly claimed". as exclusively revealed by FE Week on January 9 (pictured right).

The SFA said the following month that it had "resolved the identified issues" with more than 600 providers who wouldn't have to return any 2013/14 cash, but it estimated that a total of £500k would need to be repaid by more than 90 providers. And it has now revealed, in response to a Freedom of Information request lodged by FE Week, the identities of the 97 providers asked to repay.

The average amount paid back among the 97 providers was £5,711, but the five highest sums to be repaid were from CITB, Carshalton College, Kingston College, Veolia **Environment Development Centre and West** Suffolk College, respectively.

An SFA spokesperson said that it reclaimed the funds "through providers earnings" where "we still have a contract with a provider". but in "all other instances the money will be

PROVIDER NAME	PAID BACK
CITB	£150,308.07
CARSHALTON COLLEGE	£43,425.66
KINGSTON COLLEGE	£34,935.39
VEOLIA ENVIRONNEMENT DEVELOPMENT CENTRE LIMITED	£22,732.05
WEST SUFFOLK COLLEGE	£21,519.72

reclaimed through an invoice process"

A spokesperson for CITB, whose SFA allocation as of April was £40.6m, said: "This was an administration error on a number of learner files following changes to SFA criteria on training periods. We have worked with the SFA to amend any errors and the issue has now been resolved.'

Peter Mayhew-Smith, principal of Carshalton and Kingston colleges, which were federated in 2012 but retain separate governing bodies and were allocated a combined £8.7m by the SFA in April, said: "From 2013/14, students over the age of 24 have had to either pay for a level three programme themselves, or apply for a 24+ learning loan. Kingston College and Carshalton College processed over 600 24+

### **SFA HITS PROVIDERS** WITH SHOCK FUNDING **CLAWBACK WARNING**

said: "We have resolved the data coding error, which related to the end dates of apprenticeship programmes with the SFA, arranged repayment and look forward to their continued support in the future."

learning loans for 2014/15.

"Unfortunately, due

colleges claimed a small

to a clerical error, the

proportion of these

as funded students.

The clawbacks have

A spokesperson

was allocated £1.2m

by the SFA in April,

for Veolia, which

been actioned through

subsequent payments."

A spokesperson for West Suffolk College, which was allocated £1.2m by the SFA in April, said: "It [the repayment] related to 10 apprentices who genuinely achieved their programmes prior to the projected end date. Peter Mayhew-Smith

"The SFA reclaimed the funding [in May] which was deducted from the college's normal monthly profiled payment."

Meanwhile, the SFA revealed in its June 'Inform' newsletter that it had uncovered incorrect funding claims for 2014/15 after another in-vear review.

It said: "Following a review of R10 data we can still see that learners are being reported as fully-funded in circumstances when they should only be co-funded. Some providers are incorrectly claiming full funding for learners aged 24 and over, learners aged 19 to 23, and apprentices aged 19 and over. We also have concerns about providers incorrectly claiming funding for learners aged 24 and over for learning aims at levels three and above."

See feweek.co.uk for the full list of the 97 providers that had to repay 2013/14 funding

### **National fracking college bosses** hit by planning rejection blows

### FWHITTAKER@FEWEEK.CO.UK

Bosses of England's new national fracking college were today waiting to find out if appeals would be launched after two applications to use shale gas extraction method on their doorstep were thrown out by

Blackpool and The Fylde College, the hub for the new National College for Onshore Oil and Gas, has already said it won't be affected by rejection — and Lancashire County Council development control committee has done just that.

Cuadrilla wanted to drill four wells and undertake exploratory fracking for shale gas at a site near Little Plumpton on the Fylde.

The decision, delayed since January, was thrown out and followed the rejection days earlier of a bid to frack at another site between Preston and Blackpool.

Daryl Platt (pictured), executive director for commercial development at Blackpool and The Fylde College, the hub for the new National College for Onshore Oil and Gas, said it was waiting to find out if Cuadrilla the firm behind the applications would be appealing.

"The college has been set up to identify the future job roles required by industry and train

workers to the highest safety standards, if and when required," he said.

"The national college will have impact across the UK and we continue to work with partner colleges, universities and organisations to ensure we are ready to meet industry demand.

"Along with many other organisations, we are currently waiting to hear whether there will be any appeal to the Lancashire County Council decision."

United Kingdom Onshore Oil and Gas's (UKoog), the firm behind the college, has called for a change in the way fracking bids are determined.

Spokesperson Ken Cronin said: "An important plank of the government's energy policy and manifesto commitment has been reduced to a position that despite all the advice a rejection has been given.

"This after 15 months of a long drawn out process cannot be right and I urge the government to urgently review the process of decision making."

> A Cuadrilla spokesperson said the firm was "surprised and disappointed" by the decision and was considering appeal, adding: "We remain committed to the responsible exploration of the huge quantity of natural gas locked

up in the shale rock deep underneath Lancashire.'

It's the end of another academic year for FE Week, so...

### **HAPPY SUMMER HOLIDAY!!**

But don't worry —we'll be back in September 7.

And of course feweek.co.uk will be up and running throughout July and all the latest sector goings-on.



### @RERECCAKCOONEY

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A second founder college has pulled out of Gazelle and will not be renewing the £35k membership fee.

New College Nottingham (NCN) opted out of the group, along with Bath College, which joined in 2014 and also said it wouldn't be coughing up for next year's membership.

NCN becomes the second college involved in founding the group in 2011 to leave the group, after *FE Week* revealed last month that North Hertfordshire College was "no longer an active member". An NCN spokesperson said: "NCN can confirm that it has given notice to cease its membership of Gazelle following a review of all its memberships this year.

"The college is focussed on improving quality and delivering a sustainable FE proposition for Nottingham."

Bath College principal Matt Atkinson said: "The college's Gazelle membership ends on July 31, 2015."

Since January Gazelle has been carrying out a membership review that takes into account its fee structure, with Middlesbrough College, The Sheffield College, Peterborough Regional College and Gloucestershire College having quit the group the end of last year. They were soon followed by Lewisham Southwark College in January.

Mr Atkinson said the college had "actively" participated in the review. He added: "The college has derived many benefits from membership of the group and by taking part in the review we were looking ... to see how these offerings could be developed on an affordable basis, albeit through a non-membership route."

Gazelle, which claims to boost colleges' entrepreneurial focus, has faced criticism for failing to produce evidence of a return on members' public financial investment, which has topped £3.5m in total. Its chief executive, Fintan Donohue, said the group was "disappointed" by the latest departures.

He said: "Both colleges have made significant contributions to the Gazelle Colleges Group." He added the review would help the organisation "better reflect the pressures facing colleges".

The departures of both college leaves just three of the five founding colleges — City College Norwich, Warwickshire College, Gateshead College — as well as 13 ordinary members. Of these, Glasgow Kelvin College, Cambridge Regional College, Activate Learning, City of Liverpool College and Carlisle College all said they were waiting for the outcome of the membership review before confirming whether or not they would remain in the group.

Amersham and Wycombe College, Preston's College, Plymouth College and Barking and Dagenham College declined to council.

No-one from South West College, Highbury College or Cardiff and Vale College was available for comment.

### UKCES gives £575k in job pay-offs

The UK Commission for Employment and Skills (UKCES) handed out nearly £600k in exit packages to 13 staff who chose voluntary redundancy in 2014/15, the organisation's annual report has revealed.

The report shows that exit packages for the year totalled up to £575k, with nine employees each handed between £25,000 and £50,000 upon leaving and four others paid between £50k and £100k each.

A UKCES spokesperson told *FE Week* the packages were arranged in line with civil service rules and included

"compensation for loss of office" payments.

She said: "The commission ran a voluntary exit scheme which resulted in 13 staff leaving the organisation. The scheme was part of a wider programme of restructuring resources to enable the organisation to focus on future priorities.

"The exit payments were agreed and made in line with the standard civil service terms and were approved by the Cabinet Office and Department for Business, Innovation and Skills,"

### CONTINUED FROM FRONT

college boards to represent local demographics. "The government should lead on BAME governor recruitment with a similar approach to the [2011] Lord Davies report for women on boards," she said. The report by Lord Davies, which was commissioned by former Business Secretary Vince Cable, set a target of a minimum of 25 per cent female representation by FTSE 100 boards by 2015. The proportion on women on FTSE 100 increased from 12.5 per cent in 2010 to 23.5 per cent by March this year.

A spokesperson for the Women's Leadership Network (WLN) said "the issue of women's representations on college boards is important" and there had been "some slow progress".

There was a 60 per cent response rate for the 2015 survey and the resulting report said its "results cover nearly 200 English FE colleges [out of 335 colleges in England]".

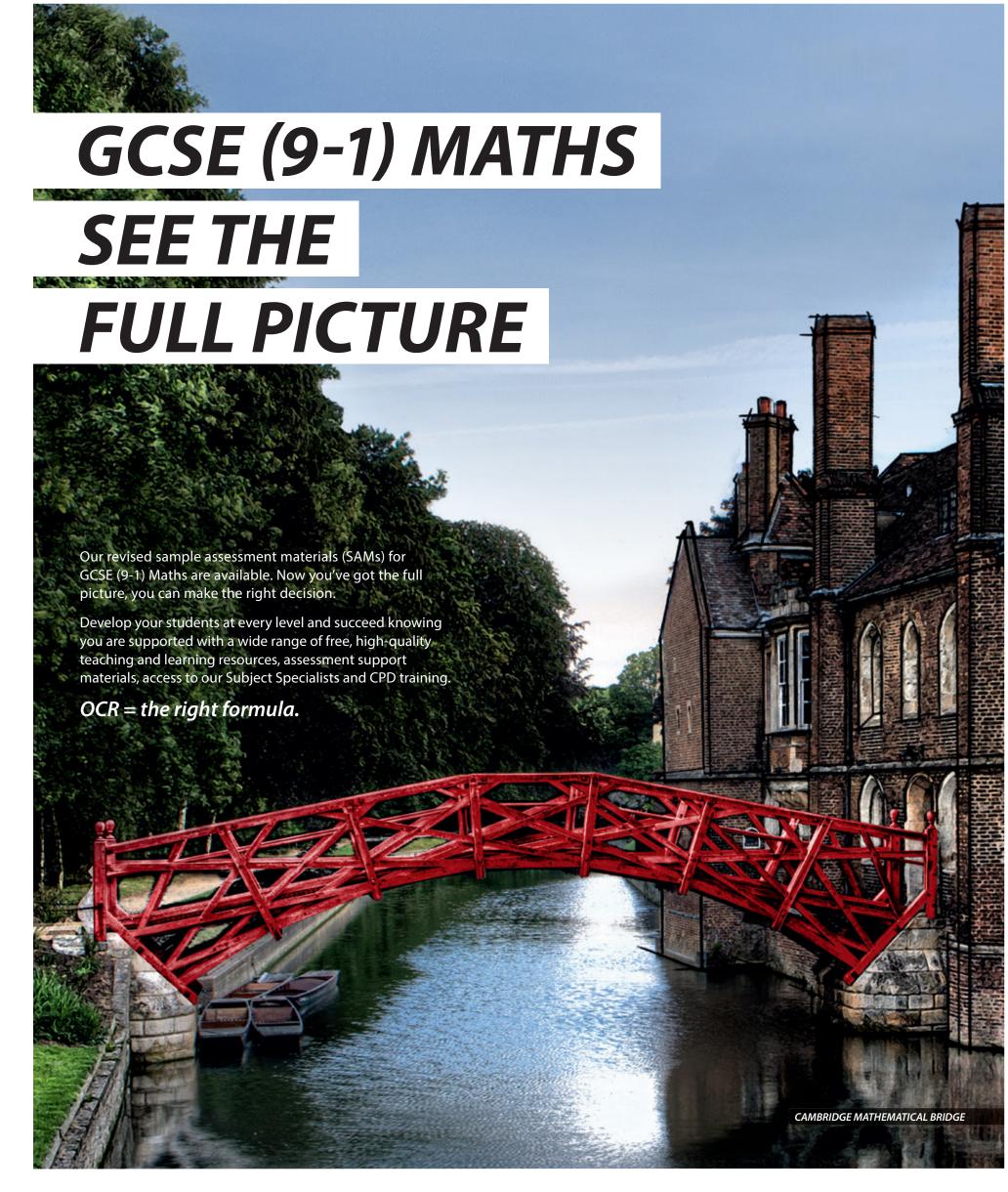
Dr Sue Pember, governance review adviser for the AoC, said: "Colleges have a very diverse population and it is important that governing bodies represent the needs and interests of all students. The AoC Governors' Council and ETF see this as priority and have funded both the WLN and NBAP to produce guidance on this matter."

See feweek.co.uk for two BAME expert pieces by College of Haringey, Enfield and North East London governor Pirandeep Dhillon and chair of governors at Burton and South Derbyshire College Everton Burke

Editor's comment 8











## No escape from cuts as FE and skills M

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The impact of cuts to adult skills funding on colleges across England is increasingly being raised by MPs concerned about providers in their constituencies, with even those represented by front-bench politicians reporting problems.

An FE Week investigation has revealed that colleges in the constituencies of six of the most high-profile FE and skills portfolio-holders have reported concerns about the impact of funding cuts.

It follows a heated exchange in Parliament sparked by concerns over £450m of in-year cuts to the Department for Business, Innovation and Skills (BIS) budget and the prospect of more savings expected in the budget due to be delivered by Chancellor George Osborne on Wednesday (July 8).

Last Tuesday, Business Secretary Sajid Javid clashed with Shadow Business Secretary Chuka Umunna in the House of Commons after Mr Umunna raised the prospect of college

Mr Umunna said: "Britain has the worst productivity in the G7, bar Japan, Proper adult skills provision, not just apprenticeships, plays a vital role in addressing that, but the adult skills budget has been cut by 35 per cent in the

"Now the Chancellor tells us that a further £450m is to be taken out of the department's budget, which could lead to the end of further education as we know it. In light of these very real concerns, what assessment has the business secretary undertaken on the risks posed for the sector?

"Will he now guarantee that no college will close as a result of what he and the chancellor are going to do?"

Instead of issuing such a guarantee, Mr Javid attacked Labour's economic record, but did accept college resources needed to be preserved when Mr Umunna raised the prospect of 70 job losses at South Gloucestershire and Stroud College, which the Business Secretary attended as a teenager when it was Filton College.

Mr Javid said: "It was an excellent college. And it still is. I know many people who attend the college and they speak of it very highly.

"The important point is that all colleges, not just that college, have the resources they need

"We will not put that at risk, especially as they continue to invest in apprenticeships, which are one of the surest ways to give people the training they want and to ensure they have skills that are wanted in the marketplace."

Skills Minister Nick Boles also pledged to make the argument for "long-term certainty" for colleges after concerns raised by Harrow East MP Bob Blackman (pictured right) about in-year funding cuts, which will also see the Department for Education target £450m of savings.

Mr Blackman said: "I have been contacted by further education colleges in my constituency that are concerned about the decisions being made in-year to reduce funding.

### SHADOW EDUCATION SECRETARY — TRISTRAM HUNT

### STOKE-ON-TRENT CENTRAL

Stoke on Trent College will reportedly lose 27 per cent of its adult skills funding next year, amounting to £2.5m, putting 27 members of teaching staff and 90 others at risk of redundancy.

The college, which has had its financial health labelled as inadequate by the Skills Funding Agency and has been visited by the FE commissioner, blamed government cuts for the staffing situation, with chief executive Sarah Robinson telling the Stoke Sentinel they came as a "huge blow".

She said: "Without this crucial funding, like many education and training providers, we simply cannot deliver the adult

education provision we desire to, despite this being a key priority in Stoke-on-Trent and one we feel is pivotal to the future up-skilling of the city's workforce."

Mr Hunt told FE Week: "I am very concerned about the impact of the government's war on FE in Stoke-on-Trent.

"We have already seen the closure of the trade union studies course, numerous redundancies and the narrowing of options.

"I am deeply concerned about the long term finances of the college under such a regime. Exactly when we should be working with the FE sector to boost productivity and skills across the British economy, the Conservative Party is rapidly undermining its capacity."

### SHADOW SKILLS MINISTER - LIAM BYRNE

### **BIRMINGHAM HODGE HILL**

Birmingham Metropolitan College (BMet) confirmed on July 1 that it would need to make 50 compulsory redundancies, despite having cut 200 full-time-equivalent roles through a voluntary redundancy scheme.

Principal Andrew Cleaves said: "We have had a good response to our voluntary severance programme and will deliver most of our targeted savings through this scheme.

"Unfortunately, we will need to make around 50 people redundant across the college. We are consulting further with staff to minimise the impact wherever possible.

"As part of our efficiency programme, we are working closely with our key funding partners, including the Skills Funding Agency, who are supporting us through this challenging period.

"Staff and students have much to be proud of at BMet. We remain a strong organisation delivering education and training to local communities and regional businesses. building the skills needed for future prosperity.'

> Mr Cleaves told the Birmingham Mail the college's government funding had reduced by about a third in recent years. Liam Byrne did not respond to requests for a comment.

### BUSINESS SECRETARY - SAJID JAVID

### **BROMSGROVE**

More than 100 jobs could be lost at Heart of Worcestershire College due to "continued budget reductions in the FE sector".

According to the Worcester News, the college has refused to reveal how many jobs could be at risk, but it is believed to be in excess of 100.

Principal Stuart Laverick told the paper: "The continued budget reductions in the FE sector have forced colleges across the country to make efficiency savings.

"This year has been even

more difficult due to the national 24 per cent cut to adult funding, a demographic decline in school leavers and a decrease in impartial advice and guidance available in schools. This has meant that Colleges have had to work

harder to maintain student numbers.

"While the merger has strengthened

our position in many curriculum areas, we are still left to make the necessary savings by reducing our overall staffing costs.'

> Sajid Javid did not respond to requests for a comment.

Will my right honourable friend lay out a strategy that enables colleges to have a five-year programme, even if it means a gradual reduction in funding?

> Mr Boles said: "I know my honourable friend

recognises that difficult choices have had to be made and will have to be made during the spending review to bring the deficit down. It is that process of deficit reduction that has led to the massive growth in employment.

"I absolutely hear the argument he makes. Long-term certainty would be of tremendous

value to colleges, and I will definitely make sure that that argument is made."

University and College Union general secretary Sally Hunt (pictured right) has also joined the debate, warning further cuts could have "enormous consequences for learners, colleges, staff and the economy".



ROBINSON



**STUART** 

## Ps see their own colleges hit



LINDA HOUTBY

### SKILLS MINISTER - NICK BOLES

### **GRANTHAM AND STAMFORD**

Up to 30 jobs are at risk at Grantham College due to a £1m funding gap, according to reports in the Grantham Journal.

Principal Linda Houtby told the newspaper in May that the jobs were at risk due to the shortfall which had come about as a result of government cuts and increases to pension and National Insurance contributions.

She said: "We have known about this since January when we were planning our budgets for the next year, and it has been discussed with staff. At

the same time we are looking at how we can increase our income and create efficiencies.

"The whole sector is finding it challenging with all the public sector cuts over the past five years. It is a concern but we've got to be positive and create efficiencies."

The college is currently going through a £52m redevelopment, funded by the Greater Lincolnshire Local Enterprise Partnership, and Ms Houtby has said she hopes this will create more jobs.

Nick Boles did not respond to requests for comment.

### EDUCATION SECRETARY - NICKY MORGAN

### **LOUGHBOROUGH**

A massive restructure was carried out at Loughborough College last year, with staff told at the time that 300 teaching and support staff jobs were at risk.

According to the Loughborough Echo, staff were issued with documents last May announcing that a "large reduction" in government funding meant a potential cut to pay expenditure of £1.25m, and outlined proposals to reduce the number of lecturers, increase working hours from 35 to 37 per week and cut holidays

from 60 to 50 days.

A spokesperson for Nicky Morgan said the Echo's article was from more than a year ago, and said her office had been in contact

with the college to check on its current financial health.

He said: "The vice principal has confirmed that the college has no plans for any restructuring over the summer, but of course Nicky continues to engage with the college on a regular basis as its constituency MP."

### SHADOW BUSINESS SECRETARY - CHUKA UMUNNA

### STREATHAM

Lambeth College has seen its adult skills funding reduced by £3.2m, or 18 per cent, for next year

The college told FE Week it had lost more than £8m over the past three years, and recently completed a round of redundancies, which saw 40 staff leave voluntarily.

Principal Mark Silverman said: "This college has been on a journey of recovery and improvement but any further funding cuts will inevitably see a reduction in provision and threaten the sustainability of colleges and the FE sector.

"It would be a calamity for the whole sector if we weren't able to give people, from all backgrounds, the chance to

get qualifications, get jobs and improve their

Mr Umunna told FE Week: "Institutions like Lambeth College perform a vital function, but financial uncertainty is hanging over FE colleges ahead of the budget and spending review, and adult education as we know it could disappear.

"Ministers are fond of talking up their apprenticeship claims, but in reality under their watch we've seen in-work training courses for existing employees simply re-labelled as apprenticeships, while important college provision,

including for those looking for work, has been left to wither on the

**ANDREW** 

MARK SILVERMAN

She said: "The sector has warned ministers against cuts of this level and respected experts like Professor Alison Wolf have even warned that FE would face possible collapse and Britain denied a supply of skilled workers

"Ministers need to listen to the experts, they need to listen to the sector, they need to listen to their constituents and, in the case of Sajid Javid, colleges they attended themselves."

A BIS Spokesperson said:

"The government is committed to creating 3m apprenticeship starts by 2020 and will continue to work with colleges and business to ensure that happens. We will continue to focus investment in areas that have the most impact on increasing the skills of our workforce and help increase productivity across the county."

## CBI rejects Professor Wolf's proposal for apprenticeship levy

The Confederation of British Industry (CBI) has rejected Professor Lady Alison Wolf's recommendation that all employers pay a levy to fund apprenticeships growth.

Neil Carberry, CBI director for employment and skills, said the "universal levy" put forward by the King's College academic, who penned a 2011 government review of vocational education, might help in terms of quantity, but he questioned whether it would improve the quality of apprenticeships.

"We need a system that encourages more employers to get involved in apprenticeships if the government's 3m target is to be met, but quality matters as well as quantity," he told *FE Week*.

"A universal levy wouldn't deliver that."
Professor Wolf outlined her levy
proposal in a 26-page report for the Social
Market Foundation, entitled Fixing a
Broken Training System: The case for an
apprenticeship levy, out on July 2.

She said: "To rebuild apprenticeship as a robust and credible institution for the long-term needs a secure funding source. A small but hypothecated payroll levy on businesses is the only simple and robust way to do this.

"An apprenticeship fund is a practical way to kick-start the revival of apprenticeships now, forcing all employers to take note and take action.

"It will transform incentives, restore the employer-apprentice contract as the core of the system, and fund apprenticeship growth and improvement."

But Mr Carberry said: "Businesses already understand that they need to make a contribution to training apprentices, but the key to success is relevant qualifications that businesses and apprentices want. A tax might shore up funding — but it wouldn't address quality and relevance, or help involve the many smaller employers whose help is needed to reach 3m."

The universal levy proposal was also given short shrift by Stewart Segal, chief executive of the Association of Employment and Learning Providers.

"We don't believe that levies or taxes are the right way to encourage training unless a group of employers wish to adopt their own system," he said.

"Nor do we think it's possible to set up such a proposal in the short-term; therefore growth in apprenticeships has to be funded through additional employer and government investment."

Martin Doel, chief executive of the Association of Colleges (AoC), said: "It's right that employers make a contribution to the costs of training the national workforce.

"Levies are one way in which this could be achieved and they are in use in many other countries. It will be important, however, that any levy system is not unduly bureaucratic on the one hand or likely to induce 'game playing' similar to tax avoidance on the other."

A Department for Business, Innovation and Skills spokesperson said: "This report is a valuable contribution to the debate which we'll review with interest."

## FE WEEK COMMENT 6

### **Equality of issues**

Colleges have got plenty to worry about as it is.

The extent to which funding will dry up even further is an issue that should be clarified with tomorrow's (July 8) Budget.

Greater engagement with employers is the way forward, colleges are told as they place all their eggs in the apprenticeship basket to survive.

Meanwhile, rationalisation of college estates/workforces is an easy and often the most fruit-bearing financial option in the short-term (providing principals can survive the storms that ensue).

These are all undeniably serious and immediate concerns, but they should not mean that all focus on social issues of racial and sexual equality is lost.

It is often said that FE and skills is blessed with a high degree of social conscience thanks not least to its second chance sector reputation.

Indeed, the idea of colleges needing a poke about racial and gender make-up seems to be a case of preaching to the converted.

So Rajinder Mann's call for the promotion of black, Asian and minority ethnic principals to be made a "priority area" is a timely reminder that life goes on despite our funding worries.

Let's just hope Chancellor George Osborne will fund it adequately so it can still be around in five years' time to be a leading light in BAME issues.

Chris Henwood chris.henwood@feweek.co.uk



### @ChrisWhite MP

Delighted to be elected to the Business Innovation and Skills Select Committee @ HouseofCommons

### @PXEducation

V impressive bunch of MPs on the new Ed Select Committee. Expect to see it have real influence in a Parl w small maj

### @SCHOOLSNI

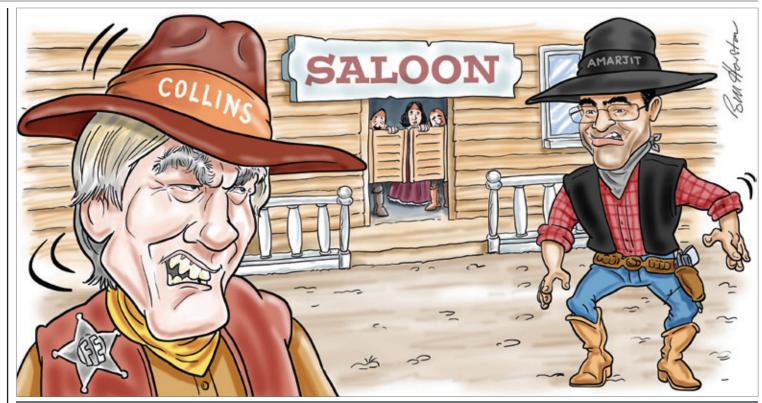
New Education Select Committee members announced: North East keeps @IanMearnsMP - @PatGlassMP and @ ACunninghamMP step down

### @Ukselectcon

Full list of new Education Committee - chair plus two members only survivors of 2010-15 committee

### @campionconsult

Who's on the new education select committee? - Fresh faces and women dominate the list of members put forward



### **Ex-NCN** principal Basi in FE Commissioner showdown

### **@FCDWHITTAKER**

FWHITTAKER@FEWEEK.CO.UK

A principal accused of steering his former college into "unprofitable non-core activities" has clashed with FE Commissioner Dr David Collins (pictured below right).

Amarjit Basi (pictured below left), who served as principal of New College Nottingham (NCN) for less than two years from September 2011, labelled Dr Collins' report and the inspection process "flawed". His comment follows the release of documents relating to the commissioner's visit in February of this year.

Mr Basi, now principal of Cornwall College, was singled out for criticism in Dr Collins' report, mostly over what was described as his "expansionist policy" while at the helm of NCN.

The commissioner, who visited NCN in February, said: "During its recent history in each year since 2006/07, the college had delivered an underlying surplus until 2013/14 when it recorded a significant deficit, the magnitude of which was not anticipated by the senior management team and not communicated to governors.

"There were a number of reasons

for this deterioration in the college's financial position but the key ones were the expansionist policy of the previous principal, which involved diversification into a number of unprofitable non-core activities."

He added: "The board was too willing to accept the enthusiasm of the previous principal without undertaking an appropriate cost benefit or risk analysis of new projects, with the result that a number of loss making activities drove the college into deficit."

Mr Basi declined to speak to *FE Week* about the report, but a spokesperson for Cornwall College confirmed he was "concerned that the report/process is flawed" and said a dialogue had begun with Dr Collins on the matter.

The commissioner's visit was prompted by a Skills Funding Agency (SFA) notice of concern issued on December 15 last year following a judgment of inadequate financial health based on the college's 2013/14 forecast and expected outturn.

The notice came after the college, which has a current SFA allocation of £16.3m, was warned by Ofsted it required improvement following inspections in both January 2013 and May last year.

According to Dr Collins's

report, the college has delivered a "significant operating deficit subsequent to the closure of the Nottingham Motor Company, withdrawal from overseas investment, increased partnership activity and additional staff costs".

Although the report did not go into detail on finances, the Nottingham Post has reported that the college, which has "fully accepted" the commissioner's findings, had run up a deficit of £2.4m, having also had to secure a rescue package from the government and Nottingham City Council to help it complete a £12m new campus.

Dawn Whitemore, NCN principal, said the college had made "significant progress" against Dr Collins's recommendations and was "on track to meet our financial target, which will see us achieve a breakeven position by the end of this academic year as planned".

She added: "One of his key

recommendations was for the college to take
part in an area review of FE provision

in Nottingham, alongside Central College Nottingham, which is ongoing."

The Department for Business, Innovation and Skills declined to comment.

### **COMMENTS**

### New BIS committee chair calls for 'real controls' on success rates

I have just left FE, after over 20 years' service; this has been going on for years.

For example, if a student leaves a course, all efforts are made to persuade them to stay on, in order to ensure retention rates are maintained (which affects the Success rate calculation).

I could write a 10,000 essay on this and similar practices, but I can't be bothered.

The FE system is a self-serving system that keeps senior and middle managers in jobs: students continually pass courses so they can enrol at the next level, generating continuous funding. These practices are rife across the

sector and it's one of the reasons I got out. It ain't education, friends.

Naked Truth

### 'Still early days' says BIS after just 300 Trailblazer apprenticeship starts in nine monthss

I'm personally not surprised at the number of Trailblazer starts, although the Trailblazer development work has been underway for some time now, most of the early Phase 1 and 2 activity took quite a while to get more detail than the '2 sides of A4 to define what an employer needs.

It will be interesting to see how many employers currently engaged with

Trailblazers will continue to take forward additional occupations, having now been through the process in earlier phases.

As far as relative performance is concerned set against historical performance, there have been so many changes in funding priorities, quality statements and modes of funding that correlations will be suggestive rather than absolutely firm.

Mark C

### Pensions write-off in EFA deal to shed cash-strapped college

It's official — the privatisation of FE has begun!

Kim Hayter



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### The Learner

My individual learner plan is always with me so I can:

- see when my assessments are due
- track my progression to check if I'm on target
- view my feedback and add my own comments
- view my attendance and punctuality
- add and view enrichment activities
- set my own SMART targets.





I can now focus on my teaching and easily manage my:

- marking and tracking of achievement
- assessment feedback to and from learners, including all of my learners ILP's

computer or phone.

- meetings and comments such as progress reviews and disciplinarys
- reports to parents
- SMART targets
- UCAS references and personal statements.

### **The Manager**

The compliance reports give me full control to see the entire college so I am able to:

- integrate reports further by site, curriculum area, department, staff and learners
- see everything, from how many SMART targets are set, percentage of work completed, plus how long the feedback process takes
- view my feedback and add my own comments
- automate reports and send them straight to my inbox, ensuring total transparency of key learner information across the entire organisation.





### **The Employer**

ProMonitor has enabled us to effectively manage our employees by:

- giving insight into our employees ILP's
- view attendance, punctuality, academic progression, conduct and targets
- transparency allows access to accurate and timely information to support our employees to achieve their learning potential.

### The Parent/Guardian

ProPortal enables me to:

- communicate better with all teachers
- view attendance, behaviour, results and even enrichment activities
- see career aspirations, strengths and developments including UCAS personal statements and references
- engage with my child's education on a level I never thought possible.





Visit www.compasscc.com for more information, email sales@compasscc.com or telephone our sales team on 01928 725522

## Clock ticks down to start of Team UP

The clock is well and truly ticking with 880 hours to go before the UK's top apprentices jet off to Brazil to take on the best of the rest at WorldSkills 2015 - and FE Week and City & Guilds want to wish them all the very best in the quest for golden glory.

Yes, in 37 days Team UK will be in São Paulo to find out whether all their hard work and training has paid off and if they've got what it takes to be crowned best young person in the world for their skill.

Our 41 young men and women (all pictured below) will compete in 38 different skills, from hairdressing and stone masonry to confectionery and IT security from August 11 to 16 (that's just 53,280 minutes away, by the way).

As the pressure mounts, the UK's official delegate and chief executive of the Skills Funding Agency and the Education Funding Agency, Peter Lauener also wished the competitors good luck in their final preparations.

"Representing your country on the world stage is no easy feat. It takes hard work, determination and a high level of skill," he said.

"As part of Team UK, you have displayed all of these attributes.

"As you now go on to take part in the WorldSkills



finals in São Paulo, you will need to draw on every aspect of your training and experience to be the best you can.

"Best of luck to everyone in the UK team — I look forward to seeing a number of UK medal winners."

Our competitors will be among 1,230 from more than 60 countries, taking part in 50 different vocational skills. They will be looking to repeat, or even better, the successes of WorldSkills 2013, in Leipzig, Germany, where Team UK finished tenth in

the medals table with two gold, one silver and three bronze, along with a whopping 17 medallions for excellence (handed out when competitors reach a set international standard).

And David Cragg, deputy chair of WorldSkills UK organisers Find a Future, also offered his best wishes to our 2015 crop.

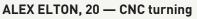
He said: "I would like to offer my congratulations to every member of Team UK.

"They are ambassadors for our nation and I wish

### ADRIAN CANNING, 20 — Electrical installation

Northern Ireland (region)

North West Regional College (provider) — AC Electronics (employer)



West Midlands

North Warwickshire and Hinckley College — Clamonta

ANDREW BEEL, 21 — Mechanical engineering CAD Scotland

New College Lanarkshire — Pacson Valves

ANDY SMITH, 21 — Mechatronics

Toyota Manufacturing UK (employer provider)

BALINT BOGDAN, 22 — Industrial electronics

Northern Ireland

Belfast Metropolitan College

BEN PRITCHARD, 20 — Jewellery

East of England

The Goldsmiths' Company — Emson Haig

CHRIS RENWICK, 20 — Manufacturing team challenge

Yorkshire and the Humber

Leeds City College — CarnaudMetalBox Engineering

CHRISTOPHER BAILIE, 20 — Refrigeration and air conditioning

Northern Ireland

South Eastern Regional College — BL Refrigeration and AC Limited

CHRISTOPHER HANSON, 20 — Construction metal work

Yorkshire and the Humber

City Training Bradford — Richard Allan Engineering

CURTIS BAKER, 19 — Painting and decorating

Yorkshire and the Humber

Doncaster College — Togel Contractors

DALE HODGINS, 22 — Joinery

South East

OCVC — Oakleigh Joinery



South Fast

Highbury College Portsmouth

DANNY HOANG, 21 — Cooking

Westminster Kingsway College — Colette's, The Grove Hotel

DOMINIC TREES, 19 — Manufacturing team challenge

Yorkshire and the Humber

Bradford College — CarnaudMetalBox Engineering

EDWARD HARRINGMAN, 21 — Cabinet making

South Fast

Chichester College — Harringman Cabinet Making

ELENI CONSTANTINOU, 21 — Hairdressing

Wales

Tino Constantinou

ELIJAH SUMNER, 20 — Auto tech

Wales

ProVQ — Halfords Autocentre

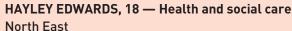
GARY DOYLE, 20 — Plumbing and heating

Southern Regional College — Kieran Trainor Plumbing and Heating

HARLEY BRIAN, 20 — Sheet metal technology

West Midlands

**KMF** 



Middlesbrough College

JASMINE FIELD, 19 — Visual merchandising and window dressing

Fashion Retail Academy — Marks & Spencer







## C's Brazilian WorldSkills adventure



You can keep up to date with every moment of Team UK's journey to the São Paul podium (it's going to happen!!), thanks to FE Week.

We've already followed them from squad selection, through their intensive training and the medal glory of EuroSkills competition to finding out who was going all the way to

Now we'll be accompanying them for every step of the last, and toughest leg of their journey, from preparation and the flight there, to the opening ceremony, the gruelling tension of the competition and the celebrations at the prizegiving.

You'll find all the action on www.feweek.co.uk and Twitter, by following @FEWeek.

them the best of luck as they prepare to compete against the best in the world."

The event will be staged five kilometres from the centre of Sao Paulo at Anhembi Parque, which at 400,000 square feet is one of the largest event centres in Latin America.

And it won't just be the competitors and their

trainers who are flocking to Anhembi Parque, as 800 volunteers are expected to help keep the show on the road, along with 200,000 visitors — the largest audience in WorldSkills history.

Mr Cragg said it was hoped the competition would inspire more young people to take a vocational route.

"Skills competitions showcase the high levels of

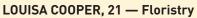
performance that can be achieved by individuals and organisations through high quality further education, skills training and apprenticeships," he said.

"Through skills competitions and the wider work of Find a Future we want to provide every young person with the chance to unlock their potential and get excited about the world of work."

### JONATHAN GILL, 20 — Landscape gardening

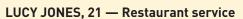
Northern Ireland

CAFRE — Jonathan Gill Landscapes



West Midlands

South Staffordshire College — School Farm Shop



South West

Brockenhurst College — Chewton Glen Hotel & Spa

LUKE ELSMORE, 20 — Industrial control

Wales

University of South Wales — Industrial Automation and Control

MARTIN MCLAUGHLIN, 18 — Wall and floor tiling

Northern Ireland

North West Regional College — Limavady Borough Council

MATTHEW BEESLEY, 21 — Landscape gardening

Reaseheath College — Beesley Landscapes

MICHAEL WATSON, 21 — CNC milling

City of Bristol College — GKN Aerospace

MIKAELA WRIGHT, 21 — Patisserie and confectionery

Scotland

City of Glasgow College

OWAIN JONES, 21 — Carpentry

Coleg Meirion Dwyfor — Self-employed

PATRICK DEVANNEY, 20 — Manufacturing team challenge

Yorkshire and the Humber

Bradford College — CarnaudMetalBox Engineering



REBECCA WILSON, 22 — Car painting Northern Ireland

Riverpark Training — CM Accident Repair Centre

Reece Taylor, 22 — Welding North Fast

Derwentside College — Dyer Engineering

RIANNE CHESTER, 22 — Beauty therapy

North West

Warrington Collegiate — Beauty by Rianne

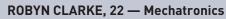
RICHARD MILLER, 20 — IT network administration Scotland

New College Lanarkshire



ROBERT JOHNSON, 22 — Plastering and dry wall systems

Redcar and Cleveland College — Classic Plaster Moulds



Toyota Manufacturing UK (employer provider)



Auto Restore (employer provider)

RYAN STEVENS, 20 — Bricklayng

West Midlands Shrewsbury College — Craig Chatwood Building Contractors

SAM TURNER, 19 — Architectural stonemasonry

Yorkshire and the Humber

York College — The Dean and Chapter of York Minster

SHAYNE HADLAND, 23 — Aircraft maintenance















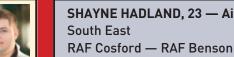












### PROFILE



I'll never forget making some custard. The chef lecturer pulled the ladle up and not only did the custard come with it, but the jug it was in came too



## SKETCH OF A UNIQUE CAREE

### @REBECCAKCOONEY

REBECCA.COONEY@FEWEEK.CO.UK

failed College of Food interview at the tender age of 16 had a defining effect on Paul Eeles, chief executive of Emfec (called, once-upon-a-time, the East Midlands FE Council).

Having left school "with just a clutch of CSEs", he was at the specialist college — now a part of University College Birmingham — hoping to get in to study catering.

"I'd always wanted to go there and they asked me why they should give me a place on the course," he recalls.

"I remember saying something — it probably made no sense whatsoever — and then walking out and going: 'There's no way I got in there.' And I didn't."

But it wasn't the doomed interview which made the visit memorable.

Outside the interview room was an A4 sheet of paper pinned to the wall, with a career map sketched out on it.

"It had the qualifications you left school with and the course you would get on to, and then the job you could go to," explains Eeles, now 48.

"I remember seeing that really vividly, looking at stuff at the top of the list and working my way down to the realisation that actually, I was right at the bottom.

"And at the top was becoming a member of the HCMA — the Hotel and Catering Institute of Management Association — and I knew that's what I wanted to do."

Eeles was no stranger to the professional kitchen. Mum Joan ran a catering company that had the contract for four Midland racecourse and aged just nine, Eeles was operating the dishwasher at Stratford

"I used to love that whole busy environment, we used to serve about 10,000 people over a two or three-day period. It was fantastic," says Eeles, who grew up in Sutton Coldfield, near Birmingham.

Following his College of Food rejection, Eeles landed a spot on a course at Walsall College, where he says, "everything made sense".

Despite this, Eeles did have a few teething problems.

"I didn't have much success in first term," he admits

"I used to be really good at making scones

for race day at work — I used to make 300 scones at a time and they were brilliant, and the customers used to like them.

"But when I went to college and made them they were like rock cakes.

"And I'll never forget making some custard. I had made it before, and the chef lecturer pulled the ladle up out of mine, and not only did the custard come with it, but the jug it was in came too."

A key difference, Eeles came to realise, was the absence of customer interaction.

"I came alive because customers were there — you could interact with people, and there was a reaction to the food." he says.

"When I was cooking in the restaurant, flambéing and stuff, that was really exciting and enjoyable, but in the kitchen it was just wasn't me, so I actually lost my love of cooking while I was at college, although I qualified."

But, without customers to interact with, Eeles turned his attention to fellow students, helping them out when they were stuck — and it didn't escape his tutors' notice.

A few months after he'd finished the course, his old lecturers rang, offering him a job teaching at the college three nights a-week. He took it and spent two years splitting his time between the college and the racecourses, until his mum's company lost the contract for Stratford, and he decided it was time to find

He moved to Tamworth College, eventually becoming a part-time lecturer while studying for a degree in catering management, split between Birmingham Polytechnic and the College of Food.

Just as he finished his degree, a business studies lecturing role came up at Tamworth, and Eeles applied for it, but the next thing he heard, someone had been appointed.

When he asked the head of faculty why he hadn't even been shortlisted, he realised she hadn't understood how relevant his degree was to the role.

"So through that quirk of fate, rather than going into a college which I had anticipated, I ended up with Kudos, a national training provider, as a training manager," he says.

The transition from college to independent learning provider, he says, was "quite strange"

"The way we delivered at Kudos was off-site
— we used to hire rooms in pubs to deliver
training to people and things like that, so it

### It's a personal thing

### What's your favourite book?

The Hiding Place [autobiography] by Corrie ten Boom, and John and Elizabeth Sherrill. It's about the Second World War and an ordinary family of watchmakers in Holland, who hid Jews in a secret room in their house and smuggled them out of the country. They got caught by the Nazis and ended up in a concentration camp. It's probably the best book I have ever read, because it's not only a true story but it's also just ordinary people doing extraordinary things

### What do you do to switch off from

I'm not very good at switching off. My wife and kids will tell you that. I like doing things with family and having friends around for dinner. We like to go away to our cottage in Wales and we spend a lot of time taking my sons around the country to play ultimate Frisbee

### What's your pet hate?

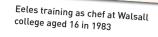
People being late. I am never late. If I am, it's because of traffic or trains and I hate it. I'm more likely to be early than late

### If you could invite anyone, living or dead, to a dinner party, who would it

I think it would have to be Nelson Mandela. South Africa could have been a very different place, but he made choices. People like that fascinate me, because he had every right to be angry, every right to want retribution — and he didn't

What did you want to be when you were growing up? A chef





Eeles aged 18 with his mother Joan in 1985



Eeles marrying wife Sharon in August 1995

From left: Eeles's Auntie Pam, mother Joan, father Ken, Eeles, aged six and his nan Winifred



was fascinating," he says.

It was during this time that he married Sharon, now head of a primary school, after the couple, who had grown up near each other and had mutual friends since childhood, finally met at a party.

The couple now have two sons, Josh, 17. and Sam. 15.

Three years later, an opportunity to deliver hospitality apprenticeships with a nightclub came up, and Eeles and two friends took the opportunity to form their own provider, Innterskill.

During the seven years Eeles ran Innterskill as managing director, he also began as an inspector with the Training Standards Council — a forerunner to

"The assessment centre selection process was the most rigorous thing I'd ever been through — I didn't think I was going to get in," he says.

"But the whole experience really helped the development of our

important step" for providers.

"Nobody had really been

business." And he says inspection was "an looking at providers and what they did before that and I think it reminded us why were doing what we were doing and why there needed to be quality — for the learners," he

When the Training and Enterprise Councils were absorbed into the Learning and Skills Council, the sharp change in funding meant Innterskill was no longer financially viable.

Eeles moved on to a provider membership body, the Northamptonshire Training and

Development Partnership,

before two years later, becoming director of sector reforms at the Association of Employment and Learning Providers (AELP).

And representing providers and the sector to Ministers

was a role Eeles clearly loved.

"I really enjoyed being able to influence policy who would have thought that somebody who

left school with nothing could influence government?" he says, beaming broadly.

"It was quite rewarding really."

But after six years Eeles began to consider the possibility of a career change.

"It sounds arrogant, but I'd decided it was time to be in charge of the organisation I was in," he says, and then adds with a knowing smile: "I wanted to run a membership body in the FE sector — it's a narrow field I know.

"There were only two jobs in a year that came up, the first I didn't get and the second was Emfec.

"It was a big wrench to leave AELP, and it took me a long time of thinking 'was that the right choice?' but ultimately I realised it was."

What he loves about Emfec, which celebrated its centenary last year, is that "it's always found ways to be fresh and radical, and represent its members".

When you ask Eeles what he is proudest of over the course of his career, two things leap to mind.

The first, he says, was when Innterskill ran a learner of the year award, and one student submitted a video entry.

"He was really quite emotional," says Eeles. "He had been a chef at some pub

somewhere and he had left school and his part-time job had become his full time job.

"We happened to come along and offer an apprenticeship and that had really driven him into having a career.

"That something I was responsible for had made such a difference to someone else's life — I know what I've done over the last 10 years makes a difference too, but you don't get the instant gratification of seeing it."

The other moment, he says, was when he finished his degree.

"I turned and asked 'so how do I get to be a member of HCMA?'," he says.

"And they said 'You already have - it comes with your degree'.

"So when I think about that line to the top of the career ladder on that bit of paper — Itook a wobbly route up, but I got there."

And he says, despite his regrets, if he had his chance again he's not sure he'd work any harder at school.

"I wanted to be a chef and now what I do is probably as far from that as you could get,"

"But that person I was, and who left school with nothing has had an impact on what I do, and to wanting to make a difference."

### **FXPFRTS**



## FE INSIDER

Shane Chowen is head of policy & public affairs at Niace and a governor at Westminster Kingsway College. He is also a former Institute for Learning policy officer and ex-vice president of the National Union of Students. His exclusive FE Insider column features in the first FE Week of every month.

## What to do if the Budget doesn't go well for you

ate last month, sector leaders handed a 42,5000-signature petition to Number 10 Downing Street calling on the Prime Minister to halt the implementation of further drastic cuts to FE.

The week before, hundreds of teachers, students and supporters packed the House of Commons to lobby MPs. Both of these events came in advance of a Summer Budget and Comprehensive Spending Review as the sector fears "the end of further education as we know it," as Shadow Business Secretary Chuka Umunna put it in the House of Commons recently.

Clearly, events and petitions as a national campaign can only be part of the strategy. It has been fantastic to see providers, unions and student groups work together to do what they can locally too.

We have an awful habit in our sector of slipping in FE jargon. I do it all the time. It's no wonder my parents have no idea what I do for a living

In my experience, there are often occasions when you're angry and passionate enough about something to call meetings with others who you think will also be angry and passionate about the same thing/s.

You then have a great meeting and feel even more inspired to take on the world. After a week or so though, it feels like your campaign partners start to drift away, taking longer to respond to emails, not fulfilling their commitments and so on. When the momentum goes like that it's sometimes because people have had time to reflect on the likelihood of success against the resource required and then decide to step back/out.

There are a few things that high profile and successful campaigns have in common;

one of them is time and the other is a little bit of bureaucracy — clear objectives and easy messages. If you think about campaigns which call for changes in the law, like equal marriage, or for a particular commitment, like the Global Poverty Project's campaign for 0.7 per cent of GDP to be spent on international aid; those campaigns have been gathering public support and mobilising actions for several years.

One way to help keep your campaign on track is to agree which of your objectives are short terms and long term. In our case, I think this means pre-Spending Review and post-Spending Review. Comprehensive Spending Reviews (CSR) don't happen often, but when they do they announce significant changes for the coming couple of years.

The last one, in 2010, cut government department budgets by 20 per cent, cut half a million public sector jobs, abolished the education maintenance allowance and cut more from the welfare budget. We've been told to expect such drastic measures again, so the CSR seems a sensible target against which to aim your short-term campaign.

If you're planning a local campaign, here are some things to consider:

Cover the basics. Decide on precisely what it is you want to change. If you end up with a huge list of things, decide the issue you think you've got the best chance of winning and which you think you've got the best evidence for. Then decide on the people; who you need to help you and who can make the change happen.

Get some evidence. Go and see a management information system person.

Test your messages. We have an awful habit in our sector of slipping in FE jargon. I do it all the time. It's no wonder my parents have no idea what I do for a living. Whether it's wording for a public petition or a letter to employers or stakeholders calling for support, test your messages with someone who doesn't work in education or training.

Stories. Graphs and charts are great, but so are learner stories. The good thing about story-telling is breadth of appeal. Those learners are also parents, grandparents, carers, workers, bosses and role models — learning also impacts on the people around them

If the Budget this week stirs you in to wanting to take some action, big or small, public or behind the scenes, it will be a valuable use of your time. Let us know what you're up to using #LoveFE on Twitter.



## **GRAHAM RAZEY**

Principal, East Kent College

## Merger lessons from the K College meltdown

Troubled mergers led to financial meltdown at K College last year before Graham Razey emerged as one of two principals to make the brave decision to take on parts of the college. He outlines efforts to ensure his merger was successful

o collaborate or not to collaborate? I guess that is the question on the minds of many principals and their governing bodies.

Following the FE Commissioner's report a few weeks ago regarding models of collaboration between FE institutions post 2014, I thought I would share my experiences of creating a new FE college a year ago.

This was achieved through the transfer of the Folkestone and Dover campuses of K College to East Kent College in Broadstairs, where I had been the principal for four years.

The most important factor for me was to ensure there was a compelling case and clear vision as to what could be achieved.

While it was flattering to be offered such an opportunity we had to convince ourselves we could make a success of the venture.

We also needed to ensure everyone involved bought into the vision and appreciated our intentions were creditable. This included staff, governors, stakeholders, the funding agencies and most importantly local people.

It was not until this had been achieved that we started negotiating about the specifics of how and when it would happen.

As you can imagine, the amalgamation was not all plain sailing. The overall success rate at the Dover and Folkestone campuses in the year 2013-14 was a dismal 52 per cent so there was an enormous challenge to significantly improve the situation as quickly as possible.

We used our in house experts in areas such as finance, HR, ICT and MIS to undertake due diligence but didn't appreciate how much their involvement would impact on the existing

This resulted in a few unexpected one-off costs so, in hindsight, while we would still have used our own staff for the due-diligence work we might have provided additional capacity back-filling their day jobs.

Once the Folkestone and Dover campuses became part of East Kent College the first three months were all about creating cultural change.

We needed to ensure the culture was such that everyone understood that a positive student experience was paramount. Making sure students had higher expectations of their experience was critical in raising standards. It meant senior leaders had to lead by example, listening and acting on the student voice and ensuring we delivered on our promises.

East Kent College now has a full complement of staff that is totally committed to delivering an outstanding student experience. More than that we also have considerably enhanced facilities now available at all the campuses and the curriculum offer has been significantly changed so that it now aligns to the local economies.

The results to date are very encouraging with success rates predicted to show a substantial improvement and the recent FE Choices student satisfaction survey reporting improved results for the merged college, over the original East Kent College.

## Amalgamation 66 was not all plain sailing

My advice to anyone considering collaborating with another organisation is to find a partner with similar values as it is easier to work together if you don't have conflicting ideology.

Whatever the reality, it is easier if you can appear to come together as 'equals' rather than one side feeling they have been 'taken over'. At East Kent College we tried to ensure the three campuses had equal status from day one and Broadstairs was not perceived as the 'senior' college.

Each campus has its own senior leader and administrative services are based independently from all the campuses, while the senior management divide their time between all the campuses.

During the past year East Kent College has been well scrutinised by Ofsted and the FE Commissioner and this will happen to any college collaboration initially.

Because we concentrated specifically on what was right for students and the locality we found both Ofsted and the FE Commissioner very helpful (I make this comment in hindsight and not what we thought at the

I do feel collaboration is a way forward provided you can engender the right culture, be honest with your students, staff, governors and stakeholders and be prepared to make the difficult decisions for the greater good.



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Lorna Fitzjohn outlines key elements of the new unified common inspection framework that will be in effect from September.

hief Inspector Sir Michael Wilshaw late last month outlined to attendees at Ofsted's Future of Education Inspection conference in London details on how we will be changing the way we inspect early years, schools and FE providers.

These changes, beginning in September, will be some of the most significant since Ofsted's inception more than 20 years ago.

While one of our goals is to simplify how we inspect and report across our remits, there are some notable specific changes for the FF sector.

Firstly, Ofsted has published its new common inspection framework, which will apply to all the remits mentioned above. Our aim here is to make it easier for parents, learners and employers to pick up an Ofsted report and understand it, regardless of the provision or remit it covers.

One of the concerns I have heard from the sector over this approach is whether a common framework can account for the often complex and varied FE providers without over-generalising.

In particular, some have expressed concern over the new key judgement regarding the 'personal development, behaviour and welfare' of learners.

Through this judgement we will assess how well learners develop the skills they need for their next step — including things like strong careers guidance and



## **LORNA FITZJOHN**

Ofsted director for FE and skill

## Ofsted FE director outlines 'biggest inspection change in 20 years'

work experience — and how well they are developing the attitudes and behaviours needed for future learning and employment.

Seven out of
every ten Ofsted
inspectors will
be a serving
practitioner

This is not just an attempt to bring inspections in line with those in schools; it is highly relevant to the sector.

Secondly, Ofsted will be altering the way

it inspects good schools and FE providers, moving to a process of shorter but more frequent inspections.

All providers currently rated as 'good' will receive a short inspection approximately every three years. These will be led by Her Majesty's Inspector (HMI) and will last for one or two days. During the visit inspectors will focus on answering two key questions — is the provider still good? and is safeguarding effective?

All inspections will begin from the same starting point — that the provider remains good — and will work from there.

At the end of the inspection, the inspector will write to the provider to confirm they are still good. If inspectors see signs that the provider has either improved or declined, then it will be converted into a full inspection.

We are also bringing in some changes

which are sector-specific, including the decision to no longer grade observed learning sessions. This approach will bring FE inspections in line with that of schools.

I acknowledge that, where the approach is popular with schools, reaction has been more mixed for those working in FE. We have stressed to schools that we don't grade individual teachers or their lessons and we feel it only right that we make this clear to the FE sector as well.

We know that some providers, particularly large colleges, have used grading for individual sessions and they believe it to be valuable in evaluating the quality of teaching, learning and assessment. That they do this is the leaders' decision — we do not condone or condemn this practice.

I would like to end by commending the work of the FE sector to date. Teachers, trainers and lecturers are constantly being asked to improve and Ofsted needs to do the same. This is why we are now bringing inspections in-house. This decision will mean that, from September, seven out of every ten Ofsted inspectors will be a serving practitioner.

Having this experience on our inspection teams will be a benefit to both Ofsted and the sector

I hope some of the details I have set out here explain why we have taken these decisions and also help to alleviate any concerns some may have about the changes. We are confident the changes we are making, coupled with the commitment and drive of the FE sector, will help to raise standards across England.



## **NOEL JOHNSON**

Managing director, Springfield Training

### Sector 'inequality' at play in EFA college bail-out

Nacro, the crime reduction charity took on Southampton's struggling Totton College after the Education Funding Agency (EFA) paid a sum, believed to run into millions of pounds, to the Hampshire local authority in order to write off the sixth form college's pension liabilities. Noel Johnson believes this highlights college favour over independent learning providers (ILPs).

nce again we see the inequality between colleges and independent learning providers (ILPs) highlighted.

To pay an undisclosed amount to the local authority, believed to be in the millions of pounds, in order to settle a failing college's accounts, cannot in any way be justified, and it will be viewed and felt all the more severely by the sector, particularly at this time of further, significant, funding cuts, delays and uncertainty about payments for additional apprenticeship starters.

Further to this, what deal has been reached in relation to the assets of the college? Do these remain in public ownership or are they a gift to Nacro?

What is the current value of the college estate, and what is the total cost of this package to privatise Totton College?

Nacro has also announced the deal involves them taking on a £2m commercial loan. Is the EFA supportive of such a level of borrowing within a private training provider (albeit a charity) at a time of significantly reduced funding?

It's unlikely that this information will be shared publicly. This is clearly a decision that was made by senior staff within the EFA, with approval from Ministers, but is it the right decision and, ultimately, the right fit?

Nacro has a very specific demographic and although it has worked hard to improve from its previous inadequate Ofsted grade to its current good rating, for which it should be commended, does it have the skills and experience to manage a sixth form college that requires significant improvement having gone from requires improvement to inadequate.

Does Nacro have the level of reputation

within the FE sector to provide learners, parents and employers with the confidence to use Totton College, Because there is a real and present risk of learner migration at this time of uncertainty, and neighbouring colleges and learning providers will look to capitalise on this transitional period, and rightly so — this is a field of aggressive competition created by government to drive up quality, eradicating poor provision.

If a college
wanted to take
over a failing
ILP, the EFA and
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a generous
financial gesture

Had this been reversed, and a college wanted to take over a failing ILP, the EFA and Ministers would not have stepped in to make such a generous financial gesture.

It would, as we have seen before, been left to close, moving learners to alternative provision in the same area.

Or does this precedent now guarantee bailout for ILPs?

If the decision had been made to move learners to other, better suited colleges, and ILPs in the region, surely this would have strengthened provision in the area, at a time of increased competition in a sector plagued by a decreasing demographic and funding cuts.

This would have further helped to secure the future of the remaining provision and more importantly, providing a better standard of provision for learners.

Would DfE money not be better used now, within the FE sector, offsetting the previously announced cuts and developing the much-needed skills required to re-build our economy?

There is no doubt we will see more ILPs closing as a result of the current funding cuts and subsequent reduction in sub-contracted provision from colleges and large providers and we know that there will be no rescue package to avoid this taking place, regardless of quality

There can be no justification for this level of money being used to pay off this college's accounts, rather, the EFA's involvement would have been better spent supporting the board of governors to attract an outstanding education leader to the college, with remuneration to generate interest, at a significantly lower cost to the taxpayer, and protecting this public asset.

This bailout for a failing college — a college that's had the opportunity and support to improve — is reprehensible and should be thoroughly investigated. There are still a lot of unanswered questions.







Barnsley College students head to the streets in aid of critically-ill children

## Students keep one step ahead for critically-ill children

tudents and staff from Barnsley College took their studies to the streets and raised more than £800 for an NHS transport service for critically-ill children.

Donning their walking shoes were two groups of childcare learners who completed a 2.5-mile walk from the colleges Old Mill Lane campus to Worsbrough Mill.

The money raised will be given to Embrace, Yorkshire and Humber's infant and children's transport service.

Childcare course leader Karen Mason said:

"Our link with Embrace has allowed the students to learn about the service region and the varied careers that exist within the NHS

"This is the latest in a series of walks which students have undertaken to raise funds for the service and we are delighted to offer our support in this way."

The two groups included level one diploma in health, social care and children and young people's learners as well as level three childcare and education students.

### Scientist Alice takes on Malaria



Scientist and former Priestly College learner Alice Williamson

former FE learner who discovered a passion for science while studying at Priestly College, is playing a leading role in the world's research in finding a cure for malaria.

Alice Williamson, aged 30, was recently named one of Australia's most promising young scientists for her work as lead experimental chemist with the Open Source

The project team design new medicines to tackle malaria and rather than writing down their findings in a "secret notebook" they publish it all online — meaning other scientists around the world can learn from

She recently returned to Warrington to visit family and former tutors at Priestley College, where she studied AS-levels in chemistry, biology, physics, drama, design and technology, English literature, citizenship and general studies

Jan Costello, director of science, technology, engineering and maths at Priestley, said: "I've enjoyed watching Alice progress and being able to see the difference she is making in worldwide research leaves me bursting with pride."

## College course uncovers tennis talent in deafblind learner

A registered deafblind learner is turning heads at Waltham Forest College by showing a remarkable talent for playing tennis, writes Billy Camden.

s Andy Murray takes to the courts for is impressing with tennis skills of his own at Waltham Forest College.

The 24-vear-old learner was registered deaf and blind from birth but has discovered his "astonishing" talent after taking up the racquet as part of a programme for students on foundation learning courses.

He said: "I can see the ball a little — just enough. I love tennis and I really enjoy playing. I'm a big fan of Andy Murray."

Studying preparation for work, work skills E3 and Edexcel award in work skills E3, Michael-Angelo is one of 30 students with learning difficulties being taught at Aldersbrook Tennis Club, in Wanstead,

Being completely blind in one eye and partially blind in the other, his tutors doubted he would have enough vision to be able to play.

But by showing determination and focus, Michael-Angelo proved any doubters wrong and was soon hitting tennis balls with precision and skill.

His course lecturer Barbara Akkaya said: "He wants to take part in everything and we wanted him to try. We are astonished at how well he has adapted to the game."



Aldersbrook's tennis coach Phil Vivian had considered importing specialist tennis balls from Japan to enable Michael-Angelo to take

"But there was no need," he said. "It was clear right from the very first session that he would be able to cope. I am delighted with the progress he is making."

Michael-Angelo uses a specially-designed hearing aid which means he can hear some sound. Until recently he communicated only through signing but has now begun to use

And the tennis lessons have had a knock-on effect on Michael-Angelo's personal progress.

"He is talking more and joining in more," said his class teacher Aimee Ayres.

"Before he would not want to talk and would prefer to sign. Now he is using more verbal communication with us and his peers.

"It is a confidence thing. He feels he can do things. He is using the same equipment and following the same instructions as the others and feels he is no different to them when he is on court."

His one-to-one tutor, Frank Royle, added: "He has very limited socialisation outside of college and little opportunity for physical exercise. Yet he is keen to do any sort of

It is the second summer the club has taught tennis to students from the college who have a range of learning difficulties including down's syndrome, autism, dyslexia and dyspraxia.

"This tennis programme is so good for our students because they follow instructions. It builds their confidence for activities outside the college. "For many students

this is the only exercise they get. They learn a new skill and at the same time develop their communication. teamwork and listening skills."

During the 11week programme the learners are set a series of tennis drills designed to improve their coordination, agility, technical movement and general fitness.





## MOVERS Your weekly guide to who's new and who's leaving who's leaving

ity of Bristol College principal Lynn Merilion has announced her decision to resign for personal reasons.

Ms Merilion, who took the college to a grade three Ofsted rating in June last year having been in post for six months when it slumped from outstanding to inadequate in April 2013. will remain as principal until November — or until her successor is appointed.

"I have greatly enjoyed my time as principal at City of Bristol College and am proud of what we have achieved over the last three years."

"Last year, however, I had a period of ill health which made me reassess the balance I have in my life in terms of work."

She added: "I will be at the college until a new principal is appointed after which I will be exploring new work opportunities."

Derbyshire-based independent learning provider (ILP) Positive Outcomes has promoted its former training and development directors to joint managing directors.

Kelly Ball began working at the grade

two-rated ILP in 2002, joining the senior management team in 2011, and Ryan Longmate joined Positive Outcomes in 2010 and the senior management team the following year.

Meanwhile, governors at grade onerated Barnslev College have announced the appointment of Chris Webb, currently their deputy principal for finance and development, as the new college principal.

He is expected to take up the role from September after current principal Colin Booth OBE has left to take up his new post at Leeds

Mr Webb, a former deputy principal at South Thames College and director of school at Newcastle College, said: "I am delighted and humbled to be appointed. At the heart of any successful organisation are fantastic staff and I am excited to be working with the best team at one of the best colleges in the country to shape education in the wider region."

Mr Booth's move to grade two-rated Leeds to become its new chief executive in light of







Kelly Ball and Ryan Longmate





the retirement of its current principal and chief executive Peter Roberts, was announced

Mr Booth said: "I am delighted to be appointed and I am very much looking forward to starting work at Leeds City College where I will be working with an excellent group of governors and building on the great work that Peter has completed over the last six vears."

And Northamptonshire's grade two-rated Tresham College of Further and Higher Education deputy principal and managing director Rachel Kay becomes principal of

Macclesfield College, also a grade two, next

"Leaving Tresham College is among the hardest decisions I have ever had to make," she said. "It is an amazing environment in which to work, and I will miss my colleagues with whom I have shared a remarkable and highly successful adventure."

She added: "Becoming the new principal of Macclesfield College is my dream job in my home county. It was an offer that I simply could not refuse and I can't wait to begin the latest exciting chapter of my career in the field of further and higher education."

To let us know of any new faces at the top of your college, independent learning provider, awarding organisation or other sector body email news@feweek.co.uk

## AoC 'Implementing the Prevent Duty' Conference | 30 September

This conference aims to equip you with the knowledge and information required to ensure your college or institution can fully and successfully implement the Prevent Duty.

The Prevent Duty will be forming part of the upcoming new Ofsted Common Inspection Framework and, effective from the 1 July, this legal duty requires colleges to exclude those promoting extremist views that support or are conducive to terrorism.

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### **Lecturer Engineering**

### Full Time Permanent Position - Salary £23,881 - £30,256 (fte)

With a brand new Engineering facility opened in September 2014, the College will be further expanding its Engineering curriculum. Our priority is to recruit a highly competent, well qualified engineer, who has experience in electrical and electronics and knowledge of CAD CAM and CNC would be desirable. Whilst a teaching qualification would be preferred, this is not as important as outstanding engineering skills. An enhanced salary package may be offered to the right candidate.

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Functional Skills English Lecturer (Liverpool)

2.5 hours per week, £18 - £20 per hour + holiday pay

Functional Skills English Lecturer (Milton Keynes)

Various hours available, £16 - £18 per hour + holiday pay

GCSE Maths Lecturer (Birmingham)

Various hours available, £17 - £18 per hour + holiday pay

GCSE Maths Lecturer (Lancashire)

Full time, 37 hours, £17 - £19 per hour + holiday pay

To apply for one of these roles or to be considered for any of the amazing opportunities we have across the UK please send your CV to jobs@protocol.co.uk or visit www.protocol.co.uk to register online.









www.learningcurvegroup.co.uk

### Maths and English Associate Tutor

We are recruiting across the country for English and Maths Associate Tutors.

For more information, or to apply, please contact hr@learningcurvegroup.co.uk

01388 777 129

### Job Description and Role:

Learning Curve Group require Associate Tutors in Maths and English to deliver a range of qualifications within our flexible learning portfolio at Level 1 and Level 2. All qualifications are nationally accredited through NCFE and include Level 1 certificates and functional skills at Level 2.



### Are you?:

A candidate who holds a degree, a teaching qualification and have a subject specialisation at Level 5.

### We are also looking for an individual who is:

- Experienced in teaching and assessing in a post-16 environment
- Self-managing and flexible in their working approach
- Passionate about Maths and/or English and experienced at delivering flexible learning programmes
- Proficient in IT
- Able to work on a self-employed flexible basis

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### **Chichester College**

## Lecturer in Mathematics

£20,466 - £35,928 per annum 37 hours per week

You will be able to inspire and motivate students through delivery of a high quality learning experience.

Newly qualified graduates, teachers, or candidates looking for a career change from a mathematical related profession are welcome to apply.

You will have or be willing to work towards a PGCE (or equivalent teaching qualification) and must hold a level 4 (or above) qualification in a Mathematics related subject. A Mathematics degree is highly desirable.

Closing date: 30 July 2015 Interview date: 20 August 2015

To apply, visit: www.chichester.ac.uk/jobs or call Human Resources on 01243 537687 quoting the job reference HR4326

All posts are subject to a Disclosure and Barring Service check, including any relevant overseas checks.

We are an equal opportunities employer.









## Essential Skills Trainer (Hertfordshire/Buckinghamshire or Surrey)

Salary: £25,000 + Company Car



We are looking for an individual with the scope and creativity to deliver Functional Skills and Essential Skills sessions in an innovative way that incorporates practical methods of teaching alongside more traditional methods that will be required for the assessment.

Although based from home, you will need to live in and/or around the Hertfordshire / Buckinghamshire or Surrey area and be willing to travel regularly around the South of England.

You will hold a qualification that enables you to teach in a post 16 education or training environment and have experience of teaching young people. This job will require flexibility to work across the curriculum as English, Maths and ICT to Level 2 will need to be delivered to our young people.

You will be required to adhere to internal and external verifying bodies and conduct assessment and moderation activity in line with National and Regional requirements. You will need to liaise with a wide range of individuals from Awarding Bodies, Training Centres, Apprentices and Employers so good communication skills are vital. In addition to the salary, there is an excellent benefits package, an occupational pension scheme, 25 days annual leave, and BUPA.

A DBS disclosure will be required.

We welcome applicants from all sections of the community. JTL is committed to safeguarding and promoting the welfare of young people and expects all its employees to share this commitment.

For further information please visit **jobs.jtltraining.com** 

Interview date - Monday 27th July 2015



## FULL TIME MATHS & ENGLISH TUTOR/TEACHER - £35,000PA OTE

### **LOCATION: ENGLAND**

Due to the outstanding successes of our work to date, we are looking to recruit a new team of 15 experienced Skills for Life tutors.

You will be delivering English and Maths from Entry Level through to Level 2, contextualised with a vocational award. Some delivery will be in the Health and Social Care sector, and therefore any experience in the H&SC sector would be an advantage but not essential.

The role will be working on a peripatetic basis, delivering in your region. Willingness to travel and your own transport are essential.

### ESSENTIAL CRITERIA – PLEASE DO NOT APPLY IF YOU CAN'T COMPLY:

- · Full time ONLY with flexible hours
- Have achieved a recognised full teaching qualification Cert Ed / PGCE / DTLLS or equivalent
- Experience in teaching English and/or Maths
- Outstanding personal written and verbal communication skills
- A driving license and access to your own transportation

### HIGHLY DESIRED CRITERIA:

- Experience of working with adult learners
- Working towards or have achieved a Level 4/5 Subject Specialist qualification in Literacy and/or Numeracy
- Excellent ICT Skills

The successful candidate will also be required to have a valid DBS Clearance Check.

In the first instance, please send an email outlining your recent relevant experience together with your CV.

NCC Skills Ltd is an Equal Opportunities Employer
No agencies please amanda.fisher@ncc.ac.uk

www.ncc.ac.uk



### **LECTURER IN FOUNDATION MATHS**

**Salary: Unqualified:** £23,712 - £25,137 pa

**Qualified:** £25,884 - £31,821 pa

Further progression: £32,778 - £33,753 pa

Closing Date: 12 July 2015

A fantastic opportunity to join the College on its mission to become Outstanding - Are you up for the challenge?

We are seeking to recruit an innovative and student focused lecturer, responsible for the planning and successful delivery of Functional Skills and GCSE Maths. You will have the ability to teach and engage students across a wide range of vocational courses.

The successful candidate will have significant skills and knowledge of teaching Maths at Entry Level 1-3, hold a teaching qualification (or a willingness to work towards), and be highly motivated to provide an outstanding service to our learners. Candidates will be able to contribute effectively to the successful learning experiences of students in the College through effective teaching that meets or exceeds College standards and results in high levels of student retention and achievement.

This is a great opportunity to join a growing team as we work together to meet the increasing demands of obtaining Maths qualifications across vocational programmes within Further Education.

For further information and to apply: www.stamford.ac.uk/jobs/

Recognising the potential of a diverse community New College Stamford is committed to safeguarding and promoting the welfare of children and adults and expects all staff and volunteers to share this commitment. Successful candidates will be required to complete an Enhanced Disclosure and Barring Services (DBS) application. New College Stamford is a 'Specified Place

# FE WEEK WILL CONTINATION ADVERTISING THROUGH

### **BASIC ONLINE LISTING - £95 + VAT**

• Text, logo and attachment

### **FEATURED ONLINE LISTING - £250 + VAT**

- Text, logo and attachment
- Premium online positioning
- Tweets to over 12,900 @feweek followers
- Slot on weekly jobs email sent to over 12,000 email subscribers

### FEATURED JOB OF THE WEEK - £500 + VAT

- Top slot on weekly jobs email
- Button advert on www.feweek.co.uk homepage
- Banner advert and skyscraper advert on all FE Week jobs pages
- Free design of adverts

Email advertising@feweek.co.uk to book your online listing now!

**Print Advertising Deadlines** 

**Next Edition: Monday 7th September 2015** 

Booking Deadline: Wednesday 2nd September 2015 at 5pm

# NUE TO OFFER ONLINE OUT JULY AND AUGUST

### Looking for a new teacher, assessor or teaching assistant?

You can now advertise all your non-leadership teaching, assessing and teaching assistant roles free of charge on www.feweek.co.uk/jobs

- Free basic online listing for each role
  - Upgrade to a featured listing for £150 at any time
  - No cap on the number of roles you can advertise (fair use policy applies)

### **Top Ten Featured Online Listings in 2014/15**

Job Title	Organisation	Job Views
Interim Managers & Consultants	Click CMS	1156
Vice Principal - Curriculum & Quality	Blackburn College	1073
Specialist Item Writer	Pearson	868
Further Education Advisers	Department for Business, Innovation & Skills	848
Vice Principal - Curriculum and Learner Experience	The College of Haringey, Enfield and North East London	809
Director of Curriculum	Swindon College	781
Operations Director	Learning Curve Group	729
Quality Director	Lifetime Training	728
Vice Principal: Adult & Employment Pathways	Westminster Kingsway College	714
Director of Operations and Quality	First4Skills	700

## **UP TO 25% OFF**



**SELECTED TEACHING AND LEARNING MATERIALS** 



To take advantage of this offer visit cityandguilds.com/learningmaterials or call 01924 206709

### FE Week Sudoku challenge

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4		5		3		2	Difficulty: <b>EASY</b>
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		9	6				2	
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	8				7	4		
	2			9	5			4
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		8					7	

Difficulty: MEDIUM

Solutions: Next week

### Last Week's solutions

making sure that each row, column and

How to play: Fill in all blank squares

3 by 3 box contains the numbers 1 to 9

	9	2	6	5	4	3	8	1	7
	8	1	7	2	9	6	3	5	4
	4	3	5	7	8	1	9	2	6
	5	4	9	8	2	7	6	3	1
I	2	8	1	3	6	4	7	9	5
	7	6	3	1	5	9	4	8	2
	6	5	8	9	7	2	1	4	3
	1	7	2	4	3	8	5	6	9
ſ	3	9	4	6	1	5	2	7	8

Difficulty: **EASY** 

8	3	5	4	7	1	9	6	2
2	9	1	8	3	6	7	4	5
7	6	4	2	5	9	8	1	3
4	1	9	6	8	3	5	2	7
3	7	6	5	2	4	1	9	8
5	8	2	9	1	7	4	3	6
1	2	3	7	9	5	6	8	4
9	4	7	3	6	8	2	5	1
6	5	8	1	4	2	3	7	9

Difficulty: **MEDIUM** 

### Spot the difference to WIN an FE Week mug





Spot **five** differences. First correct entry wins an *FE Week* mug. Text your name and picture of your completed spot the difference to 07969 166 374.